

Control Number: 30240



Item Number: 1197

Addendum StartPage: 0



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Central Records Division

Public Utility Commission of Texas

1701 N. Congress Avenue Austin, TX 78711-3326

P.O. Drawer 200

Winter Park, FL

32790-0200

RE:

NYNEX Long Distance Company d/b/a Verizon Enterprise Solutions

TX Workforce Diversity 5 Year Plan

For the year ending September 30, 2008

Project No. 30240

Tel: 407-740-8575

Fax: 407-740-0613

tmi@tminc.com

Dear Sir or Madam:

Please be advised by this letter, filed on behalf of NYNEX Long Distance Company d/b/a Verizon Enterprise Solutions ("VES"), that VES has less than 16 employees in Texas. For this reason, it is understood that VES satisfies the annual update required by §26.85 by completing only subsection (f)(1) of this rule. As in years past, this year's information is found in the aggregate annual filing made by Verizon Southwest which is attached.

Please notify TMI as soon as possible if further action on the part of VES is required.

Per Commission mailing instructions – 1 original (stapled), 3 copies (stapled), 1 copy without staples, binding, tabs or separators.

Questions regarding this filing should be directed to my attention at (407) 740-8575.

Thank you for your assistance in this matter.

Sincerely

Connie/Wightman
Consultant

- · · ·

cc:

Sue Duttine - VES/NYNEX

file:

VES/NYNEX - TX CRS



Verizon Communications Texas PURA Supplier Diversity Plan (2000 – 2008)

Update 2008

Contact Person: Delores Johnson-Cooper – Director

Verizon Supplier Diversity

Address: 13100 Columbia Pike

Silver Springs, MD 20904

Phone: (301) 236-3699

E-mail: delores.johnson-cooper@verizon.com

Update 2008

Initiatives, programs, and activities Verizon Communications will pursue during the next year to increase the diversity of its contracting opportunities for minority and women-owned businesses (historically underutilized businesses "HUBs").

Summary

Diversity is viewed as a "Core Value" in Verizon Communications and this commitment is reflected throughout the entire organization including the procurement process. For Verizon Southwest, HUB share of total spend was 12.9% (October 1, 2007- September 30, 2008). The results also reflect the success of our ongoing diversity commitments and advocacy efforts in 2008, which increased the business opportunities for all minorities. Our Second Tier Program and initiatives also positively impacted our Diversity performance in 2008.

I - Initiatives

Corporate Policy

Verizon does not have a "set aside" program for HUBs and bases its procurement practices on a competitive bid process. Verizon believes that minority and women business owners are fundamentally competitive and can deliver valuable and cost-effective products and services. To this end, it is our policy to offer HUBs maximum opportunity to compete on an equal basis with all other suppliers in our strategic sourcing process. In doing so, Verizon seeks to instill *sustainable* business with HUBs, while obtaining necessary products and services for the corporation at a competitive cost.

Management Accountability

The management team at Verizon communicates its commitment to diversity procurement by delivering annual and quarterly results throughout the corporation. These results are often included by our CEO in addresses to our stakeholder community. The Supplier Diversity team of managers continually communicate Verizon results both internally and externally to increase awareness of our diversity procurement efforts. Managers within the organization are held accountable for diversity procurement results. Verizon has re-aligned its compensation approach through its Diversity Performance Index (DPI).

A percentage of the bonus compensation of executives is tied specifically to supplier diversity procurement. In addition, supplier diversity results is a performance ratings factor for employees involved in the decision making process for supplier selection.

Mission Statement

Supplier Diversity is an integral part of Verizon's Diversity Strategy to support economic development of the communities where it does business and to develop products and services that appeal to its diverse customer base. Verizon's CEO and other senior management will continue to communicate our commitment to expand opportunities for historically underutilized businesses. Verizon embraces the following mission statement for Supplier Diversity:

"Verizon has a strong commitment to diversity. That commitment extends to our supplier relationships. Supplier Diversity is also critical to Verizon's success in a competitive marketplace. It builds customer loyalty, stimulates economic growth, and taps into the innovation and entrepreneurship we need to compete for new growth in the market. By including Minority, Women, Veterans and Persons with Disability-owned business enterprises (MWDVBEs) in our supplier chain, we accomplish two goals at once. We position our business for success - and we contribute to the economic prosperity of the communities we serve."

Outreach

In order to advance the supplier diversity message, both internally and externally, Verizon takes a strategic approach to establishing and building relationships with HUBs and the organizations that supports them:

- Verizon has regular participation in business development trade fairs and other networking functions where potential suppliers have direct access to Verizon procurement professionals.
- Verizon employees play active and leadership roles in support of advocacy groups such as the National Minority Supplier Development Council at the national and local levels. Included are Board memberships, event sponsorship and active committee participation.
- Verizon's award winning supplier diversity website is easy to find from the homepage of the company's consumer site. At the site, Verizon potential suppliers can register with us and view upcoming projects.
- Verizon regularly participates in business development conferences and frequently coaches diverse suppliers on "How to do business with major corporations."
- We will continue to participate and or sponsor numerous outreach programs in Texas. In 2008 these included the following:

ORGANIZATION	ACTIVITY/EVENT/LOCATION
Women's Business Council - Southwest	Round-Up Trade show and Luncheon, 13 th Annual "Harvesting Partnerships Sponsorship, New Members Orientation and Training Committee, Sponsor for Power to Potential Networking event. Plano, TX
Native American Indian Chamber of Commerce (Houston)	Business Expo, Houston, TX
Texas Association of Mexican American Chamber of Commerce (TAMACC)	2008 Annual Convention and Business Expo Austin, TX
Dallas Black Chamber of Commerce	24th annual Quest for Success Luncheon, 11 th annual Education Luncheon, 19 th annual Golf Tournament, and 82 nd Annual Awards Banquet Dallas, TX
D/FW Minority Business Development Council	Board member, Access '08, Certification Committee participation, Supplier Diversity Professional Development Committee, Hard Hat Construction Expo, 2008 Annual Golf and Tennis Tournament sponsor, and 35 th annual E Awards, member of Production Committee. Dallas, TX
US Pan Asian Chamber of Commerce Dallas, TX (USPACC)	7 th annual Asian Business Expo Tradeshow, Arlington, TX. Corporate Advisory Board Member
Greater Dallas Hispanic Chamber of Commerce	"Viva Dallas" Expo, "Quality & Excellence Awards" & Entrepreneurial Expo, Prime Sponsor for Excellence in Education Scholarship Awards Dinner. Dallas, TX Member of the Board of Directors
Urban League	2008 Annual Meeting Luncheon, Annual Gala, Board Member.
City Of Houston	Government Connections (Business Expo)

II - PROGRAMS

Resources

The Supplier Diversity program is led by a Director and is a part of the Verizon Corporate Sourcing & Procurement department.

The Supplier Diversity team is responsible for:

- Interfacing with internal product and service procurement groups and crossfunctional teams to access buying requirements and to identify opportunities for HUBs.
- Partnering with advocacy groups to recruit HUB suppliers.
- Encouraging and supporting the utilization of HUBs.
- Identifying and verifying supplier information.
- Establishing the corporate strategy and utilization goals.
- Tracking, monitoring and reporting the performance and expenditures of prime suppliers and HUBs.
- Training and creating an increased awareness in buying and user organizations.
- Encouraging and assisting prime suppliers in developing plans to increase the use of HUBs as subcontractors.
- Managing and facilitating Verizon's outreach program.

In 2008 our Supplier Diversity team:

- 1. Lead the Supplier Diversity Council towards our goal of continuing to expand the Supplier Diversity initiative including the development of corporate-wide objectives, best practices, and resources.
- 2. Issued detailed quarterly reports showing progress towards corporate-wide objectives for all major business units.
- 3. Reviewed buyers' business plans for all major product/service categories to ensure inclusion of supplier diversity growth objectives.
- 4. Established Supplier Diversity objectives for all major requests for proposals (RFPs) and include Supplier Diversity team members on key cross functional teams charged with supplier selection.
- 5. Continued to develop innovative outreach programs such as our web-based registration process, "Best Practice" seminars, and resources for certification and upcoming RFPs.

- 6. Continued our strong commitment to and participation in key supplier diversity advocacy organizations
- 7. Continued to grow our "second tier" program with Prime Suppliers to develop industry-based inclusion opportunities whereby major OEMs and services suppliers re-engineer their internal processes incorporating HUB suppliers to serve multiple customers.
- 8. Worked with telecommunications industry groups such as the NMSDC Telecommunications Industry Group (TIG) to establish best practices and standards for Supplier Diversity.
- 9. Continued/expanded our "in-reach" strategy to provide Supplier Diversity training/education to Verizon's personnel who influence or make supplier selection and/or buying decisions. This included the creation and conducting of Sr. Leadership Level Supplier Diversity Training.
- 10. Continued to identify opportunities to re-engineer/transform our supply chain processes to expand opportunity for inclusion.

III - ACTIVITIES

In-reach strategy

Verizon will continue to expand its in-reach strategy to develop business opportunities internally for HUB firms. Our activities will include:

- Supplier Diversity Managers attendance at Business Unit staff meetings to provide Supplier Diversity training and to review our current objectives.
- Our Supplier Diversity objectives will be communicated to each Business Unit's Diversity Council.
- Our Supplier Diversity Team will work with key decision makers and stakeholders to establish corporate-wide objectives and policies.
- Educational sessions will be conducted with cross-functional end user organizations and Sr. Leadership to encourage inclusion of HUBs in high tech and non-traditional areas.

- Supplier Diversity Managers will be members of all strategic functional teams (CFTs) charged with selection of suppliers. Specific direct and/or "second tier" Supplier Diversity objectives will be established for each CFT.
- Supplier Diversity results will be reviewed each quarter with senior Verizon leaders.
- Continue to support Verizon leadership message that Supplier Diversity is integral to Verizon's success.
- Expand use of internal website as a resource for supplier referrals and a "tool kit" for buyers and cross-functional teams.
- Further develop our external website to increase outreach effectiveness.
- Recognize Verizon employees' contributions to Supplier Diversity as "Champions".
- Mentored (2)two Diverse suppliers and conducted quarterly meetings to review their progress.
- Engaged senior executive in active participation in business development outreach activities. This includes speaking engagements, industry panels, and sponsorships.
- Consistently communicated our vision, initiative, and accomplishments.
- Assisted a Native American supplier with acquiring their minority certification.

erizon 5 Year Plan Results and 2008 Update	ear Plan F	Results an	d 2008 U	pdate			,							
	Projection: 2000	Actual: 2000	Projection: Actual: 2001	_	Projection: 2002	Actual: 2002	Projection: Actual: 2003 200	Actual: 2003	Projection: /	Actual: /	Actual: /	Actual: , , 2006	Actual:	Actual: 2008
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nnual % MWBE	15.9%	, 17 6%	16 0%	14.2%	16.0%	13 2%	14.0%	6.7%	7.0%	% 2 9	8.5%	9.3%	10.3%	12 9%
otal Purchases												Many		
otal MWBE Jote 2)	\$65,038,348	\$96,004,180	\$66,232,763	\$54,923,998	\$62,705,958	\$61,710,361 \$66,208,877	\$66,208,877	\$52,943,878	\$53,579,205	\$53,579,205 \$42,744,151	\$81,662,575	\$93,428,484	\$83,439,083	\$74,736,245
otal WBE (Note	\$19,511,504	\$22,663,369	\$19,869,829	\$14,586,285	\$18,811,787	\$12,784,367	\$19,862,663	\$19,862,663 \$17,257,316	\$17,464,404	\$13,888,820	\$33,053,633	\$28,352,682	\$15,487,715	\$23,792,958
otal MBE (Note	\$45,526,844		\$46,362,934		\$43,894,170	\$48,925,994	\$46,346,214	\$35,686,562	\$36,114,801	\$28,855,331	\$48,608,942	\$65,075,801	\$67,951,368	\$50,943,287
frican American Vote 2)	\$12,747,516		\$22,461,244 \$12,981,622	\$16,022,432	\$12,290,368	\$7,444,837	\$12,976,940	\$9,327,917	\$9,439,852	\$4,724,922	\$6,231,969	\$23,647,717	\$16,606,383	\$20,117,937
ispanic (Note 2) \$30,047,717	\$30,047,717		\$42,509,879 \$30,599,536	- - 	\$17,958,299 \$28,970,152	\$12,362,441	\$30,588,501	\$11,072,929	\$11,205,804	\$6,930,835	\$19,879,075	\$19,327,653	\$18,262,305	\$14,243,670
sian (Note 2)	\$2,276,342	\$7,460,241	\$2,318,147	\$6,132,156	\$2,194,709	\$28,445,308	\$2,317,311	\$15,104,877	\$15,286,136	\$17,186,294	\$22,015,411	\$22,033,969	\$32,988,357	\$12,783,135
ative American Other (Note 2)	\$455,268	\$909,447	\$463,629	\$224,826	\$438,942	\$673,409	\$463,462	\$180,838	\$183,008	\$13,279	\$482,486	\$66,463	\$94,323	\$3,798,545
Doviend 2003														

Revised 2003
ote 1: \$ includes all Verizon Texas expenditures except payments to Government entities, affiliates, and charity
ote 2: Includes 2nd tier expenditures reported on optional supplement. One quarter of the tier 2 data is based on an estimate due to reporting timeframes conflicting with the Texas reporting timeframe.

LARGE UTILITIES HUB USE REPORT (Texas purchases)

Verizon Communications

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	Cons	Construction	Commodities	odities	Otne	Other Services	110	IESSIOIIAI	[2	riajoi			۲	Utal 110.D
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Asian American	<u></u>		,		₹		€		€				6	160 505
Male			∽	106,173	6 /3	54,422	A	1	~	1	•	1	→ •	100,393
Female	&	1 9	S	1	S	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	S	-	S		s	1,455	•	1,455
Total	↔	-	€9	106,173	€9	54,422	S	1	S	1	8	1,455	69	162,050
Hispanic American											•	(-	
Male	∽	92,247	69	5,065	∽	2,453	⇔	10,221	S	409,644	5/ 3	19,813	•	539,444
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Female	· (/)	1	€9	•	6∕3	4,773	↔	1	↔	1	s	1,930	↔	6,703
Total	69	-	8	-	s	708,887	S	-	S	_	↔	34,183	↔	743,071
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MBE Total	Ø,	92,247	A	114,940	9	1,9 / 2,940	9	10,441	9	+11,004	<u>• </u>	1,01,0400	•	49.1.19
WBE Total	€9	322,647	S	184,280	∽	445,543	69	268,639	€9	26,967	8	1,005,002	S	2,253,079
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Total MBE & WBE Procurement	ક્ર	414,894	s	299,226	8	2,418,483	S	278,860	ક્ક	438,531	8	2,520,208	S	6,370,203
Fotal Unknown Status Procurement (1)	8		↔	1	↔	-	€3	•	↔	_	8	_	↔	
Lotal Non-Fuel Procurement (2)	8	41.926.363		7,687,692	\$	47,040,875	89	12,691,823	€>	20,155,787	S	26,632,318	s	156,134,858
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(1) Vendors for whom HUB status is not directly known.	is not direct	ly known.	(2) Expenditures for goods and Unknown Procurement	Procurement	1 Services 1	TOIL VEHICUS IIOL IIIV	an Summi	, and a second		0				

Reporting Period: Oct. 1, 2007_through Sep. 30, 2008 Address: 700 Hidden Ridge Mailcode: HQW03M55 City: Irving

Reporting Date: December 15, 2008 Contact person: Jesse Crawford State: _TX Zip: 75038 Phques: 973-7264 or before December 30, 2006

LARGE UTILITIES HUB USE REPORT (purchases outside Texas)

VERIZON COMMUNICATIONS

		VEN	VENIZON COL		LIMIN		
MBE Procurement	Construction	Commodities	Other Services	Professional	Major Equipment	Other	Total HUB
	MBE Exp.	MBE Exp.	MBE Exp	MBE Exp	MBE Exp.	MBE Exp.	MBE Exp.
African American Mote	y.	\$ 15.198	\$ 303,332	2 \$ 18,914,586	\$ 783,383	\$ 20,912	\$ 20,037,412
Female	· •	÷ 49	· \$	€>		\$ 27,742	\$ 32,242
Total	€\$	i	-	\$ 18,91	\$ 783,383	\$ 48,653	\$ 20,069,654
Asian American Molo	<i>\\</i>	¥	\$ 174,128		\$ 4,577,102	\$ 687,537	\$ 5,989,823
Female	· •	4,802,668		€4		\$ 2,449	\$ 4,907,116
Total	· S	S		8 \$ 551,057	\$ 4,577,102	\$ 689,985	\$ 10,896,939
nic An	2 7 878	83 427	188.460		\$ 1,908	\$ 150,963	\$ 1,057,076
Female	,,	· •	<u>~</u>	€	· •	\$ 35,103	\$ 504,081
Total	\$ 7,828	\$ 83	\$	÷	\$ 1,908		\$ 1,561,157
Native American	υ υ	-		€	- 	\$ 352	
Female		· •		· ↔	- -	\$ 47,299	\$ 47,299
Total	\$	8	\$	- \$	-	\$ 47,650	\$ 47,650
MBE Total	\$ 7,828	\$ 4,901,513	\$ 1,088,859	9 \$ 20,242,452	\$ 5,362,394	\$ 972,355	\$ 32,575,400
WBE Total	\$ 1,747,709	\$ 735,863	\$ 2,384,575	5 \$ 6,773,255	\$ 49,135	\$ 3,231,610	\$ 14,922,147
Total MBE & WBE Procurement	\$ 1,755,537	5,637,376	\$ 3,473,434	4 \$ 27,015,707	\$ 5,411,528	\$ 4,203,966	\$ 47,497,547
Total Unknown Status Procurement (1)	€\$	• -	\$	\$	· \$9	\$	N/A
total ivon-ruel Procurement (2)	\$ 17,873,879	\$ 16,598,866	\$ 218,173,218	8 \$ 56,490,936	\$ 62,505,088	\$ 51,777,443	\$ 423,419,429
							Total Utility Purchases
		Total Fuel and Purchased Power Procurement (electric only)	chased Power Pro	curement (electric	only)		N/A
		Total Non-Fuel	l, Fuel, and Pu	rchased Powe	-Fuel, Fuel, and Purchased Power Procurement		423,419,429
(1) Vendors for whom HUB status is not directly	status is not directly	ures for	services from vendors not incl	uding wages, benefits, and oth	er non-negotiable goods and servi	goods and services from vendors not including wages, benefits, and other non-negotiable goods and services such as taxes and postage. Includes MBE/WBE and Unknown	ides MBE/WBE and Unknown
Lenown	-1200	Procurement.					

Reporting Period: Oct. 1, 2007_through Sep. 30, 2008 Address: 700 Hidden Ridge Mailcode: HQW03M55 City: Irving

Reporting Date: December 15, 2008
Contact person: Jesse Crawford State:

State: _TX Zip: 75038 Phone: 972-718-3261 To be filed by a utility which has more than 1,000 customers in a state other than Texas, or which purchases more than 10% of its goods and services from vendors not l

SUPPLEMENTAL HUB USE REPORT

Utility: Verizon Communications

TOTAL INDIRECT/SECOND TIER PROCUREMENT EXPENDITURES

										-		111 (')	
	آ ک	Construction	S	Commodities	Other	Other Services	Pr	Professional	Major Equipment	1	Other	TOTALTICE	9
		•								+			
Total MBE & WBE Direct	∨	2,170,431 \$	€5	5,936,602	∽	5,891,917	€9	27,294,567	\$ 5,850,059	\$ 69	6,724,174	\$	53,867,750
Total MBE &	. 6	1 813 767					9 -	4.290.317		₩	14,764,911	8	20,868,495
WBE 2nd Tier*	٠	1,07,610,1											
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Total Direct and and and						į						·	
							T_6	Total Utility	Direct	_	Second-Tier		
							<u>-</u>	Purchases	MBE+WBE		MBE+WBE		
	•	,						N/A	N/A		N/A		
Fuel & Purchased Power Procurement (electric only)	(electri)	c only)								+			-
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I otal Non-Fuel, Fuel, & Fulchased For													

This optional form may be submitted if necessary to depict accurately a utility's overall HUB expenditures. Reporting Period: Oct. 1, 2007 through Sep. 30, 2008

Address: 700 Hidden Ridge Mailcode: HQW03M55

State: TX Zip: 75038

City: Irving

Contact person: Jesse Crawford Phone: 972-718-3261

"Total Non-Fuel Procurement" is expenditures for goods and services from vendors not including wages, benefits, and other non-negotiable goods and servi